



Democrats' Flawed Plan Puts Job-Filling Programs in Jeopardy

Where Republicans Stand:

- Apprenticeships play a critical role in addressing our nation's workforce needs and preparing workers for meaningful, well-paying careers.
- The traditional registered apprenticeship system is an important part of our nation's workforce development infrastructure. While reforms to the registered apprenticeship system could greatly expand its positive impact on workers and employers, it will never be adequate by itself.
- Employers know best what skills their employees need to excel in the workplace. Congress should encourage employer-led innovation in the apprenticeship space by ensuring the registered system works for businesses and job seekers.

Democrats' Flawed Approach:

- **Closes pathways to work for students and job seekers** by making the existing apprenticeship system – which was created during the Great Depression – the only option.
 - In fiscal year 2019, 252,000 individuals entered apprenticeships and only 81,000 graduated from the registered system. Clearly, there is room to improve the registered system, make space for employer-led innovation, and get more Americans back to work.
- **Sets in stone the problems with an 80-year-old system** that denies workers and employers autonomy to create programs that are responsive to workforce needs. Employers are struggling enough with the challenges presented by COVID-19. The last thing they need is additional red tape and onerous requirements.
- Forces job creators to deal with **overly prescriptive requirements, additional bureaucracy, and time-consuming paperwork**.
 - John Pallasch, Assistant Secretary for Employment and Training at the Department of Labor, warned that H.R. 8294 puts job-filling programs in jeopardy due to an **“excessive number of requirements that are overly prescriptive.”**
 - The kind of **stifling bureaucracy** envisioned by this Democrat bill has **discouraged new and small businesses from participating** in the registered apprenticeship system for years.
- Impedes the ability of the Department of Labor to fulfill its mission in providing more Americans access to quality apprenticeship opportunities.

Bottom Line:

- Republicans are working hard to inject innovation and flexibility into the apprenticeship model so that more Americans can get back to work, while the **Democrats' approach is hardly working and doubles down on burdens that prevent more workers from accessing apprenticeship opportunities**.